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22 August 1983

MEMORANDUM FOR: Director of Personnel

FROM:

[REDACTED]
C/HRPS/OP

SUBJECT: Agency Human Resource
Activity Through May FY-83

1. The attached Human Resource Management Information System (HRMIS) graphs highlight the Agency personnel activity through two-thirds of FY 1983. Although the attached material does not present any dramatic trend changes, there are a number of interesting factors that have been highlighted for your review of the attached material.

2. Charts A through C reflect the impact of OP's EOD controls for FY 1983. For the first four months of FY 1983, our monthly EOD average was [REDACTED]. During the next four months, however, it dropped to a monthly average of [REDACTED].

3. Charts D through J reflect a constant increase in the Agency's PRA's during the initial eight months of FY 1983. This increase amounts to [REDACTED] employees PRA'ed in May than there were in October 1982. A particularly large increase of [REDACTED] is noted in the Technical category.

4. Charts K and L show high points in the separation cycle in April and May, rather than the traditional highs of June and July. Since our separation peaks have traditionally been driven by retirements, we would also expect this anomaly to be reflected in our FY-83 retirements.

5. Charts M and N reflect the expected peak highs in January and April 1983. It is quite possible that we saw a retirement peak in April in lieu of June, as an employee reaction to concerns about pending changes in the Federal retirement system.

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25X1 6. Chart O clearly shows the steady increase in Agency strength. The effects of our December 1981 massive category conversion of [redacted] to the technical category are still evident. Charts P, Q, and R show the impact of slowing down the large EOD numbers of early FY 1983. Nevertheless, our FY 1983 growth has been continued to be in the four percent range.

7. In summary, the initial two-thirds of FY 1983 has been a period of continuous growth with a very high initial EOD rate and a separation rate that peaked two months earlier than expected. An area that appears to warrant further attention is the potential impact of our growing number of retirement eligibles.

[redacted]

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Attachments: Graphs A Through R

Distribution:

Original & 1 - Addressee
1 - HRMIS File
1 - Chrono
1 - Stayback

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